



Alexandria City Public Schools FY20 Compensation Study

TRANSPORTATION JOBS MARKET COMPARISONS

December 19, 2019

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Alexandria City Public Schools – Transportation Jobs Market Comparisons

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December 19, 2019

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**Alexandria City Public Schools
FY20 Transportation Group**

Bus Driver

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Bus Driver	Bus Driver (D9)	Bus Driver I	Bus Driver	Bus Driver	School Bus Driver	Transp. Bus Operator I	School Bus Driver			
1	\$18.48	\$21.17	\$18.42	\$19.71	\$20.06	\$18.63	\$19.12	\$18.57	\$19.38	95%	4.9%
2	\$19.04	\$22.00	\$19.20	\$20.28	\$20.37	\$19.12		\$19.11	\$20.01	95%	5.1%
3	\$19.61	\$22.93	\$19.97	\$20.85	\$20.60	\$19.60		\$19.66	\$20.60	95%	5.1%
4	\$20.20	\$23.82	\$20.77	\$21.44	\$21.06	\$20.09		\$20.24	\$21.24	95%	5.1%
5	\$20.81	\$24.77	\$21.60	\$22.06	\$21.32	\$20.58		\$20.82	\$21.86	95%	5.0%
6	\$21.43	\$25.78	\$22.46	\$22.62	\$21.57	\$21.06		\$21.43	\$22.49	95%	4.9%
7	\$22.08	\$26.82	\$23.25	\$23.40	\$21.99	\$21.55		\$22.05	\$23.18	95%	5.0%
8	\$22.74	\$27.91	\$24.06	\$24.17	\$22.49	\$22.03		\$22.69	\$23.89	95%	5.1%
9	\$23.41	\$28.98	\$24.91	\$25.05	\$23.03	\$22.52		\$23.34	\$24.64	95%	5.2%
10	\$24.12	\$30.16	\$25.78	\$26.02	\$23.62	\$23.01		\$24.02	\$25.43	95%	5.5%
11	\$24.84	\$31.39	\$26.55	\$26.99	\$24.16	\$23.49		\$24.72	\$26.22	95%	5.5%
12	\$25.59	\$32.31	\$27.35	\$27.95	\$24.70	\$23.98		\$25.43	\$26.95	95%	5.3%
13	\$26.35	\$33.30	\$28.17	\$28.91	\$25.29	\$24.46		\$26.17	\$27.72	95%	5.2%
14	\$27.15	\$34.90	\$28.87	\$29.89	\$25.93	\$24.95		\$26.93	\$28.58	95%	5.3%
15	\$27.96	\$34.90	\$29.59	\$30.86	\$26.52	\$25.43		\$27.71	\$29.17	96%	4.3%
16	\$28.80	\$34.90	\$30.33	\$31.84	\$27.15	\$25.92		\$28.52	\$29.78	97%	3.4%
17	\$28.80	\$34.90	\$31.09	\$32.81	\$27.91	\$26.41		\$29.34	\$30.41	95%	5.6%
18	\$29.37	\$34.90	\$31.87	\$33.79	\$28.68	\$26.89		\$30.19	\$31.05	95%	5.7%
19	\$29.37	\$34.90	\$32.51	\$34.76	\$29.51	\$27.38		\$31.07	\$31.69	93%	7.9%
20	\$29.96	\$34.90	\$32.51	\$35.72	\$30.34	\$27.86		\$31.97	\$32.22	93%	7.5%
21	\$30.55	\$34.90	\$32.51	\$35.72	\$31.14	\$28.35		\$32.90	\$32.59	94%	6.7%
22	\$30.55	\$34.90	\$32.51	\$35.72	\$32.03	\$28.84		\$33.85	\$32.97	93%	7.9%
23	\$30.55	\$34.90	\$32.51	\$35.72	\$32.94	\$29.32		\$34.83	\$33.37	92%	9.2%
24	\$30.55	\$34.90	\$32.51	\$35.72	\$33.89	\$29.81		\$35.84	\$33.78	90%	10.6%
25	\$30.55	\$34.90	\$32.51	\$35.72	\$34.87	\$30.29		\$36.88	\$34.20	89%	11.9%
26	\$30.55	\$34.90	\$32.51	\$35.72	\$35.87	\$30.78		\$37.95	\$34.62	88%	13.3%
27	\$30.55	\$34.90	\$32.51	\$35.72	\$36.91	\$31.26		\$39.05	\$35.06	87%	14.8%
28	\$30.55	\$34.90	\$32.51	\$35.72	\$38.00	\$31.75		\$40.19	\$35.51	86%	16.2%
29	\$30.55	\$34.90	\$32.51	\$35.72	\$38.00	\$32.24		\$41.35	\$35.79	85%	17.1%
30	\$30.55	\$34.90	\$32.51	\$35.72	\$38.00	\$32.72		\$42.55	\$36.07	85%	18.1%
31	\$30.55	\$34.90	\$32.51	\$35.72	\$38.00	\$32.72	\$32.50	\$43.79	\$35.73	85%	17.0%
Range Width	65%	65%	76%	81%	89%	76%	70%	136%			

**Alexandria City Public Schools
FY20 Transportation Group**

Additional School Division Bus Driver Positions

School Division	Job Title(s)	Hourly Min	Hourly Max	Differentiating Features between Bus Driver Job Titles
Alexandria	Bus Driver	\$18.48	\$30.55	NA
Arlington	Bus Driver (D9)	\$21.17	\$34.90	NA
	Bus Driver - Special Needs	\$22.66	\$37.30	Transport students with physical and/or emotional disabilities
	Cluster Swing Driver (D11)	\$24.24	\$39.91	Assists in daily supervision of a cluster of drivers
	Cluster Lead Driver (D12)	\$25.96	\$42.68	Supervises a cluster of drivers
Fairfax	Bus Driver I	\$18.42	\$32.51	NA
	Bus Driver II	\$19.16	\$33.81	1 year as Bus Driver I
Falls Church	Bus Driver (G-3)	\$19.71	\$35.72	NA
	Lead Bus Driver (G-2)	\$22.66	\$41.67	Supervises bus drivers and performs bus driver training
Loudoun	Bus Driver (12)	\$20.06	\$38.00	NA
Manassas	School Bus Driver	\$18.63	\$32.72	NA
Manassas Park	Bus Driver (108)	\$19.12	\$32.50	NA
Prince William	Bus Driver (Gr6)	\$18.57	\$43.79	NA

**Alexandria City Public Schools
FY20 Transportation Group**

Additional Bus Driver Data

Entity	Job Title	Location	Starting Rate	Additional Notes
City of Alexandria	Bus Driver (GS 07)	Alexandria, VA	\$15.47 per hour	
DASH	Bus Operator	Alexandria, VA	\$21.32 per hour	
WMATA	Metrobus Operator	Washington, DC	\$16 per hour (Trainee) \$19.97 per hour	
DCPS (through DC OSSE)	Part-Time Motor Vehicle Operator	Washington, DC	\$19.28 per hour	Office of State Superintendent of Education's Division of Transportation
InCourage Martial Arts	School Bus Driver	Fairfax, VA	\$18 - \$20 per hour	
Reston Limousine	Shuttle Bus Driver - GMU	Fairfax, VA	\$35,000 per year	\$1,000 combined training/sign-on bonus
Chariots for Hire	Shuttle Bus Driver	Arlington, VA	\$21.75 per hour	
First Transit	Bus Driver	Woodbridge, VA	\$19.80 per hour	Sign-on bonus of \$5,000
TransDev	CDL Bus Driver	Fairfax, VA	\$16.16 - \$19.95 per hour	Sign-on bonus of \$2,500

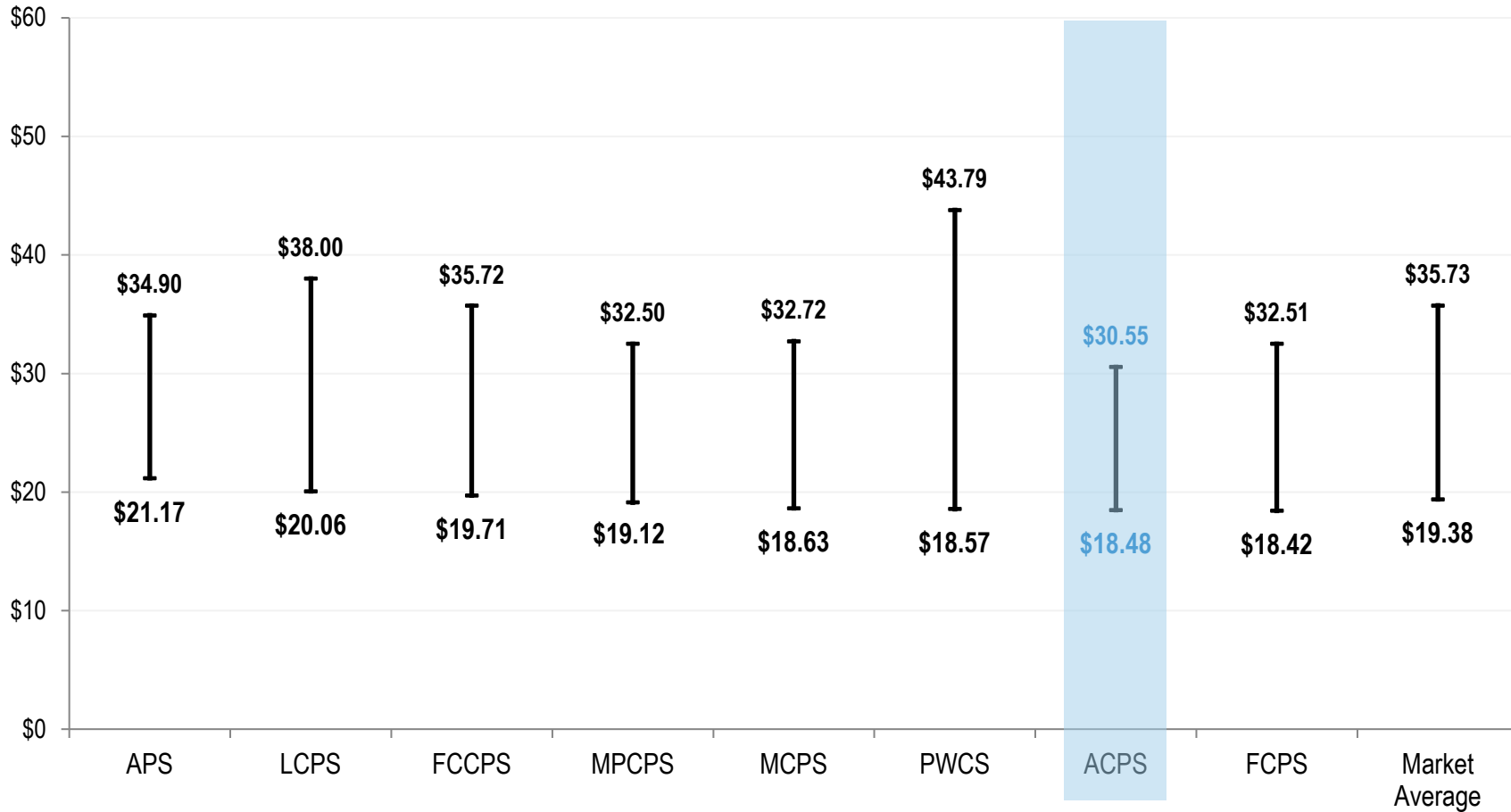
**Alexandria City Public Schools
FY20 Transportation Group**

BUS DRIVER					
Rank <small>(by Pay Range Minimum)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Arlington	\$21.17	\$28.04	\$34.90	65%
2	Loudoun	\$20.06	\$29.03	\$38.00	89%
3	Falls Church	\$19.71	\$27.72	\$35.72	81%
4	Manassas Park	\$19.12	\$25.81	\$32.50	70%
5	Manassas	\$18.63	\$25.68	\$32.72	76%
6	Prince William	\$18.57	\$31.18	\$43.79	136%
7	Alexandria	\$18.48	\$24.52	\$30.55	65%
8	Fairfax	\$18.42	\$25.46	\$32.51	76%
Market Average (excluding Alexandria)		\$19.38	\$27.56	\$35.73	84%
Alexandria as a % of Market Average		95%	89%	85%	

Alexandria City Public Schools
FY20 Transportation Group

Bus Driver Hourly Pay

(sorted in descending order by minimum pay rate)

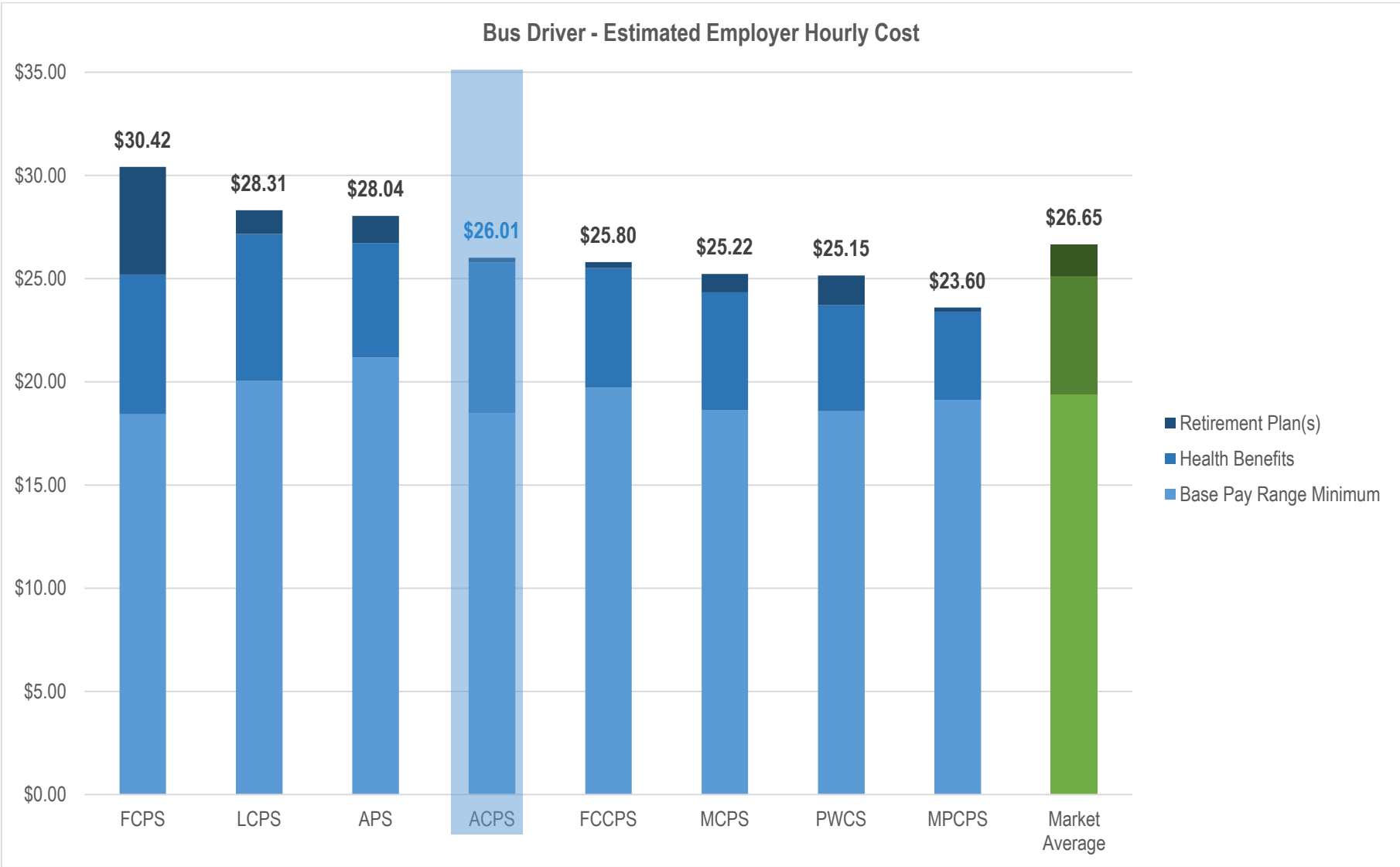


**Alexandria City Public Schools
FY20 Transportation Group**

BUS DRIVER					
Rank <small>(by Estimated Employer Hourly Cost)</small>	School Division	Estimated Employer Hourly Cost			
		Base Pay Range Minimum	Health Benefits	Retirement Plan(s)	Total
1	Fairfax	\$18.42	\$6.78	\$5.22	\$30.42
2	Loudoun	\$20.06	\$7.10	\$1.15	\$28.31
3	Arlington	\$21.17	\$5.56	\$1.31	\$28.04
4	Alexandria	\$18.48	\$7.31	\$0.22	\$26.01
5	Falls Church	\$19.71	\$5.80	\$0.29	\$25.80
6	Manassas	\$18.63	\$5.70	\$0.89	\$25.22
7	Prince William	\$18.57	\$5.13	\$1.44	\$25.15
8	Manassas Park	\$19.12	\$4.28	\$0.20	\$23.60
Market Average (excluding Alexandria)		\$19.38	\$5.77	\$1.50	\$26.65
Alexandria as a % of Market Average		95%	127%	15%	98%

* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

**Alexandria City Public Schools
FY20 Transportation Group**



* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

**Alexandria City Public Schools
FY20 Transportation Group**

Bus Monitor

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Bus Monitor	School Bus Attendant (D4)	Transp. Attendant	Bus Aide	Bus Attendant (8)	Bus Attendant	Bus Aide	Bus Attendant			
1	\$15.48	\$16.34	\$15.50	\$13.52	\$15.46	\$14.60	\$13.58	\$14.24	\$14.75	105%	-4.7%
2	\$15.95	\$16.99	\$15.66	\$13.75	\$15.69	\$14.98		\$14.66	\$15.29	104%	-4.1%
3	\$16.42	\$17.66	\$16.29	\$14.21	\$15.87	\$15.36		\$15.08	\$15.75	104%	-4.1%
4	\$16.92	\$18.34	\$16.94	\$14.69	\$16.21	\$15.74		\$15.52	\$16.24	104%	-4.0%
5	\$17.42	\$19.05	\$17.62	\$15.20	\$16.43	\$16.12		\$15.97	\$16.73	104%	-4.0%
6	\$17.95	\$19.85	\$18.33	\$15.75	\$16.60	\$16.50		\$16.43	\$17.24	104%	-3.9%
7	\$18.48	\$20.66	\$18.97	\$16.28	\$16.94	\$16.88		\$16.91	\$17.77	104%	-3.8%
8	\$19.04	\$21.46	\$19.63	\$16.83	\$17.33	\$17.26		\$17.40	\$18.32	104%	-3.8%
9	\$19.61	\$22.33	\$20.32	\$17.43	\$17.73	\$17.64		\$17.90	\$18.89	104%	-3.7%
10	\$20.20	\$23.00	\$21.03	\$18.11	\$18.18	\$18.03		\$18.42	\$19.46	104%	-3.7%
11	\$20.81	\$23.68	\$21.66	\$18.79	\$18.61	\$18.41		\$18.96	\$20.02	104%	-3.8%
12	\$21.43	\$24.81	\$22.31	\$19.45	\$19.03	\$18.79		\$19.51	\$20.65	104%	-3.6%
13	\$22.08	\$24.81	\$22.98	\$20.14	\$19.48	\$19.17		\$20.07	\$21.11	105%	-4.4%
14	\$22.74	\$24.81	\$23.55	\$20.81	\$19.97	\$19.55		\$20.65	\$21.56	105%	-5.2%
15	\$23.41	\$24.81	\$24.14	\$21.48	\$20.42	\$19.93		\$21.25	\$22.01	106%	-6.0%
16	\$23.41	\$24.81	\$24.75	\$22.16	\$20.91	\$20.31		\$21.87	\$22.47	104%	-4.0%
17	\$23.88	\$24.81	\$25.36	\$22.84	\$21.48	\$20.69		\$22.50	\$22.95	104%	-3.9%
18	\$23.88	\$24.81	\$25.36	\$23.53	\$22.10	\$21.07		\$23.16	\$23.34	102%	-2.3%
19	\$24.36	\$24.81	\$25.36	\$24.19	\$22.72	\$21.45		\$23.83	\$23.73	103%	-2.6%
20	\$24.85	\$24.81	\$25.36	\$24.87	\$23.35	\$21.83		\$24.52	\$24.12	103%	-2.9%
21	\$24.85	\$24.81	\$25.36	\$24.87	\$23.99	\$22.21		\$25.23	\$24.41	102%	-1.8%
22	\$24.85	\$24.81	\$25.36	\$24.87	\$24.67	\$22.59		\$25.96	\$24.71	101%	-0.6%
23	\$24.85	\$24.81	\$25.36	\$24.87	\$25.36	\$22.97		\$26.72	\$25.01	99%	0.7%
24	\$24.85	\$24.81	\$25.36	\$24.87	\$26.10	\$23.35		\$27.49	\$25.33	98%	1.9%
25	\$24.85	\$24.81	\$25.36	\$24.87	\$26.85	\$23.73		\$28.29	\$25.65	97%	3.2%
26	\$24.85	\$24.81	\$25.36	\$24.87	\$27.63	\$24.11		\$29.11	\$25.98	96%	4.6%
27	\$24.85	\$24.81	\$25.36	\$24.87	\$28.32	\$24.49		\$29.95	\$26.30	94%	5.8%
28	\$24.85	\$24.81	\$25.36	\$24.87	\$29.02	\$24.88		\$30.82	\$26.63	93%	7.2%
29	\$24.85	\$24.81	\$25.36	\$24.87	\$29.02	\$25.26		\$31.71	\$26.84	93%	8.0%
30	\$24.85	\$24.81	\$25.36	\$24.87	\$29.02	\$25.64		\$32.63	\$27.06	92%	8.9%
31	\$24.85	\$24.81	\$25.36	\$24.87	\$29.02	\$25.64	\$23.09	\$33.58	\$26.63	93%	7.1%
Range Width	61%	52%	64%	84%	88%	76%	70%	136%			

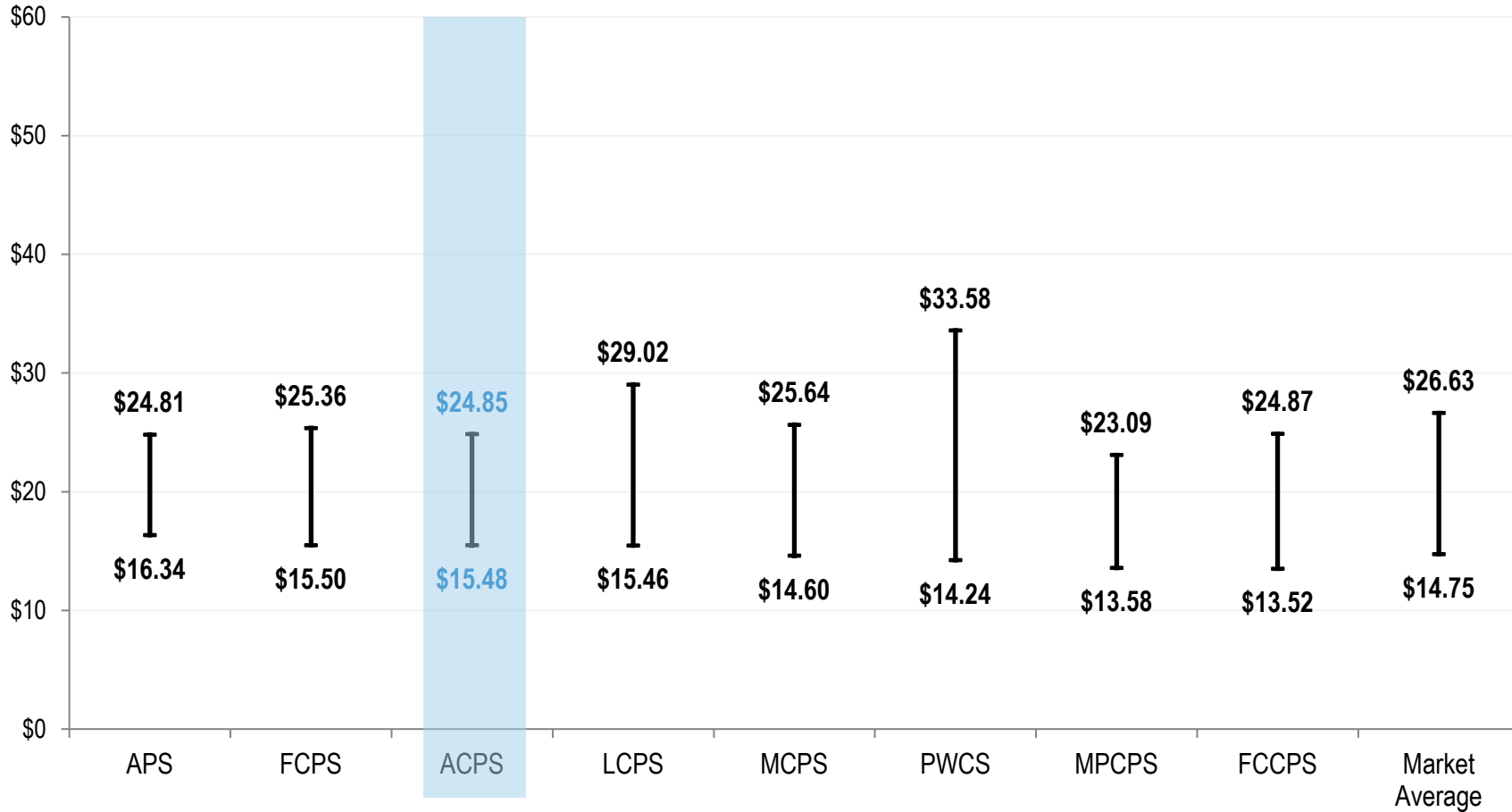
**Alexandria City Public Schools
FY20 Transportation Group**

BUS MONITOR					
Rank <small>(by Pay Range Minimum)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Arlington	\$16.34	\$20.58	\$24.81	52%
2	Fairfax	\$15.50	\$20.43	\$25.36	64%
3	Alexandria	\$15.48	\$20.17	\$24.85	61%
4	Loudoun	\$15.46	\$22.24	\$29.02	88%
5	Manassas	\$14.60	\$20.12	\$25.64	76%
6	Prince William	\$14.24	\$23.91	\$33.58	136%
7	Manassas Park	\$13.58	\$18.34	\$23.09	70%
8	Falls Church	\$13.52	\$19.20	\$24.87	84%
Market Average (excluding Alexandria)		\$14.75	\$20.69	\$26.63	81%
Alexandria as a % of Market Average		105%	97%	93%	

**Alexandria City Public Schools
FY20 Transportation Group**

Bus Monitor Hourly Pay

(sorted in descending order by minimum pay rate)

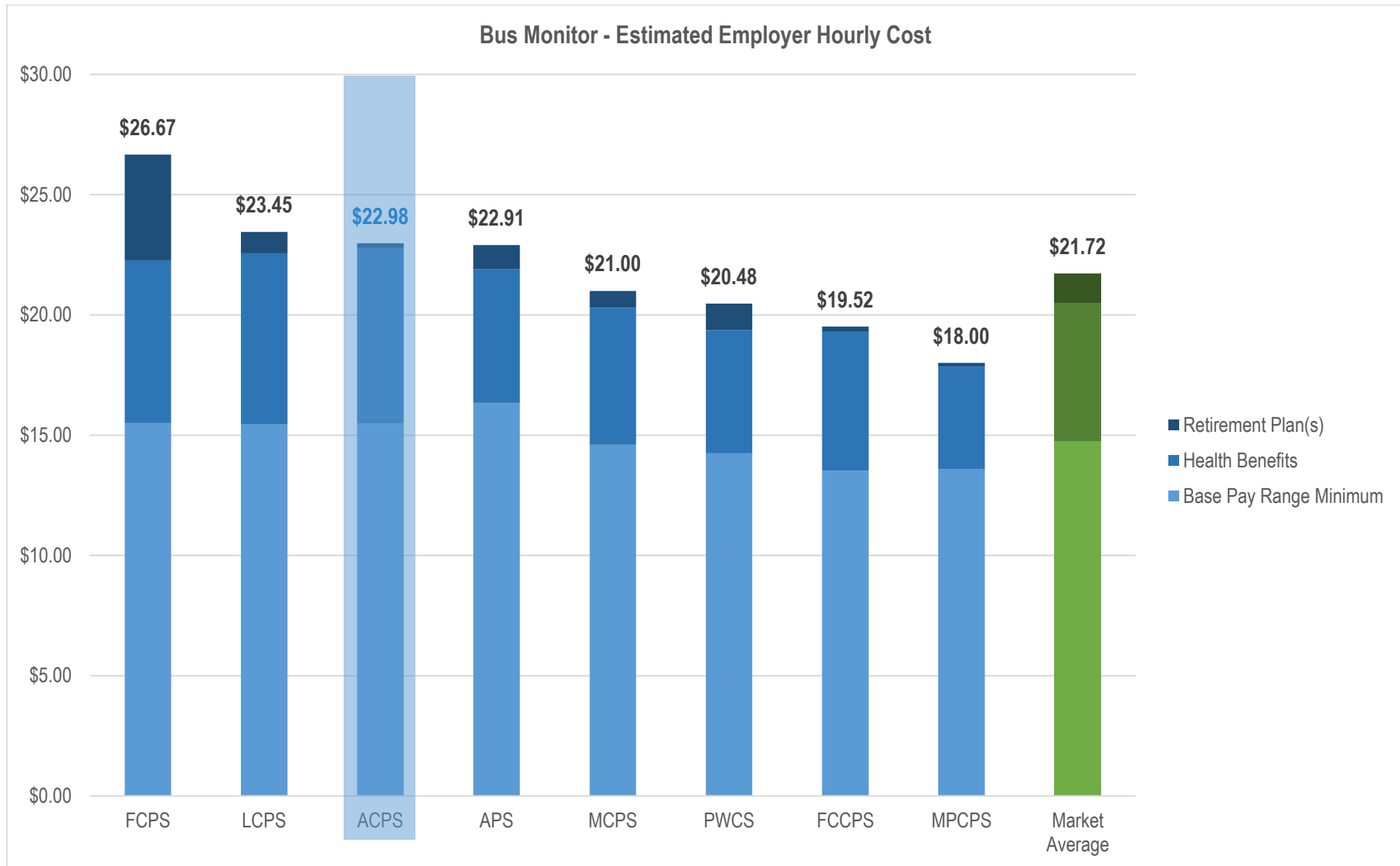


**Alexandria City Public Schools
FY20 Transportation Group**

BUS MONITOR					
Rank <small>(by Estimated Employer Hourly Cost)</small>	School Division	Estimated Employer Hourly Cost			
		Base Pay Range Minimum	Health Benefits	Retirement Plan(s)	Total
1	Fairfax	\$15.50	\$6.78	\$4.39	\$26.67
2	Loudoun	\$15.46	\$7.10	\$0.89	\$23.45
3	Alexandria	\$15.48	\$7.31	\$0.19	\$22.98
4	Arlington	\$16.34	\$5.56	\$1.01	\$22.91
5	Manassas	\$14.60	\$5.70	\$0.70	\$21.00
6	Prince William	\$14.24	\$5.13	\$1.10	\$20.48
7	Falls Church	\$13.52	\$5.80	\$0.20	\$19.52
8	Manassas Park	\$13.58	\$4.28	\$0.14	\$18.00
Market Average (excluding Alexandria)		\$14.75	\$5.77	\$1.20	\$21.72
Alexandria as a % of Market Average		105%	127%	16%	106%

* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

Alexandria City Public Schools FY20 Transportation Group



* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

**Alexandria City Public Schools
FY20 Transportation Group**

Bus Driver Trainer

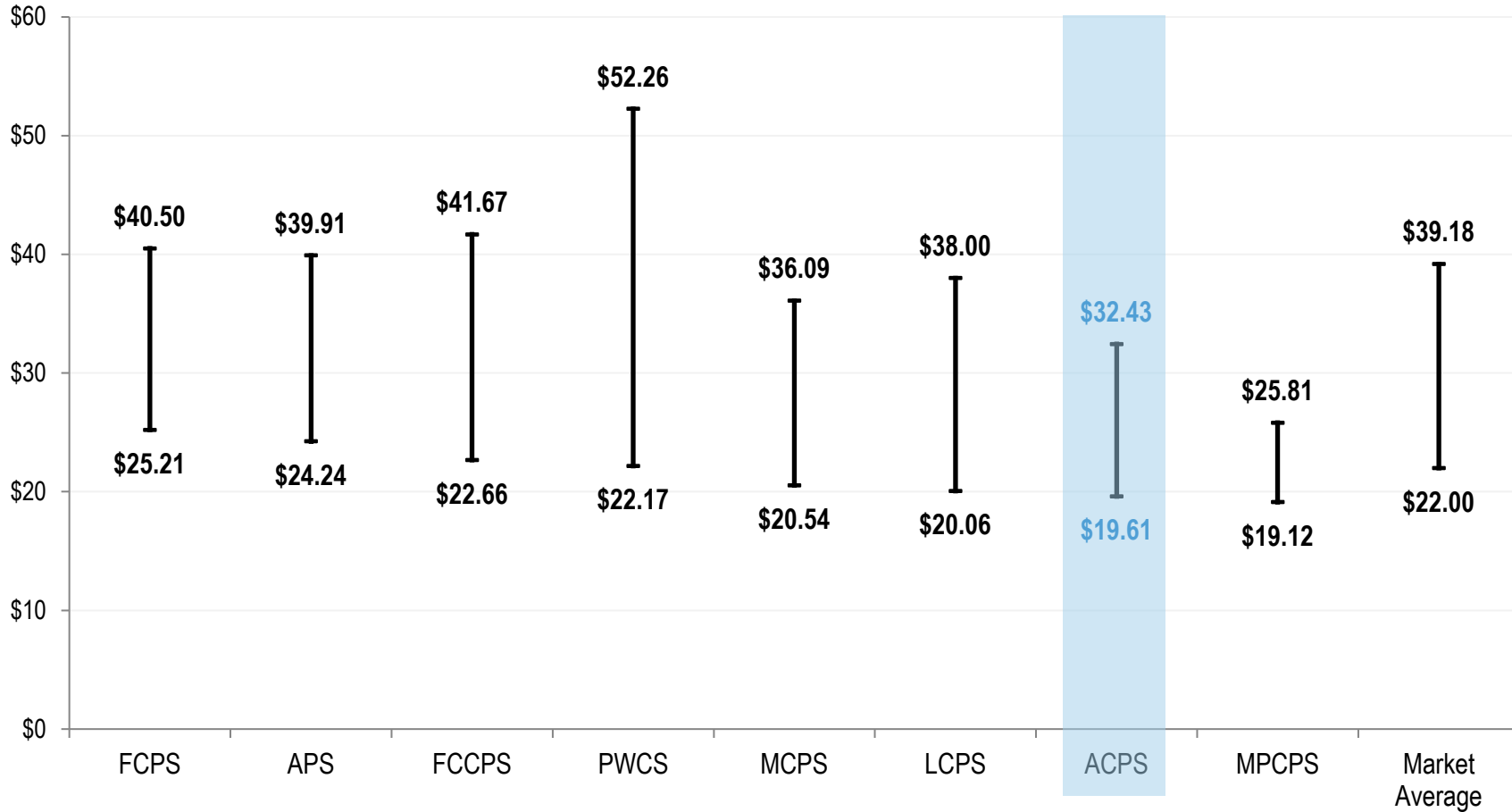
FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Bus Driver Trainer	Driver/ Attendant Trainer	Transp. Instructor (A-012)	Lead Bus Driver	Bus Driver Instructor	School Bus Driver Trainer	Bus Driver Trainer (Gr 108)	Safety & Training Instructor/ Recruiter			
1	\$19.61	\$24.24	\$25.21	\$22.66	\$20.06	\$20.54	\$19.12	\$22.17	\$22.00	89%	12.2%
2	\$20.20	\$25.21	\$26.28	\$23.03	\$20.37	\$21.08		\$22.81	\$23.13	87%	14.5%
3	\$20.81	\$26.24	\$27.33	\$23.83	\$20.60	\$21.61		\$23.47	\$23.85	87%	14.6%
4	\$21.43	\$27.25	\$28.42	\$24.63	\$21.06	\$22.15		\$24.15	\$24.61	87%	14.8%
5	\$22.08	\$28.37	\$29.56	\$25.48	\$21.32	\$22.69		\$24.85	\$25.38	87%	14.9%
6	\$22.74	\$29.51	\$30.74	\$26.38	\$21.57	\$23.22		\$25.57	\$26.17	87%	15.1%
7	\$23.41	\$30.66	\$31.82	\$27.29	\$21.99	\$23.76		\$26.31	\$26.97	87%	15.2%
8	\$24.12	\$31.90	\$32.93	\$28.20	\$22.49	\$24.29		\$27.08	\$27.81	87%	15.3%
9	\$24.84	\$33.20	\$34.09	\$29.22	\$23.03	\$24.83		\$27.86	\$28.70	87%	15.6%
10	\$25.59	\$34.52	\$35.28	\$30.36	\$23.62	\$25.37		\$28.67	\$29.64	86%	15.8%
11	\$26.35	\$35.89	\$36.34	\$31.49	\$24.16	\$25.90		\$29.50	\$30.55	86%	15.9%
12	\$27.15	\$36.96	\$37.43	\$32.61	\$24.70	\$26.44		\$30.36	\$31.42	86%	15.7%
13	\$27.96	\$38.08	\$38.55	\$33.76	\$25.29	\$26.97		\$31.24	\$32.31	87%	15.6%
14	\$28.80	\$39.91	\$39.51	\$34.89	\$25.93	\$27.51		\$32.14	\$33.32	86%	15.7%
15	\$29.66	\$39.91	\$40.50	\$36.02	\$26.52	\$28.05		\$33.07	\$34.01	87%	14.7%
16	\$30.55	\$39.91	\$40.50	\$37.15	\$27.15	\$28.58		\$34.03	\$34.55	88%	13.1%
17	\$30.55	\$39.91	\$40.50	\$38.28	\$27.91	\$29.12		\$35.02	\$35.12	87%	15.0%
18	\$31.17	\$39.91	\$40.50	\$39.42	\$28.68	\$29.65		\$36.04	\$35.70	87%	14.5%
19	\$31.17	\$39.91	\$40.50	\$40.55	\$29.51	\$30.19		\$37.08	\$36.29	86%	16.4%
20	\$31.79	\$39.91	\$40.50	\$41.67	\$30.34	\$30.73		\$38.16	\$36.88	86%	16.0%
21	\$32.43	\$39.91	\$40.50	\$41.67	\$31.14	\$31.26		\$39.26	\$37.29	87%	15.0%
22	\$32.43	\$39.91	\$40.50	\$41.67	\$32.03	\$31.80		\$40.40	\$37.72	86%	16.3%
23	\$32.43	\$39.91	\$40.50	\$41.67	\$32.94	\$32.33		\$41.57	\$38.15	85%	17.7%
24	\$32.43	\$39.91	\$40.50	\$41.67	\$33.89	\$32.87		\$42.78	\$38.60	84%	19.0%
25	\$32.43	\$39.91	\$40.50	\$41.67	\$34.87	\$33.41		\$44.02	\$39.06	83%	20.5%
26	\$32.43	\$39.91	\$40.50	\$41.67	\$35.87	\$33.94		\$45.29	\$39.53	82%	21.9%
27	\$32.43	\$39.91	\$40.50	\$41.67	\$36.91	\$34.48		\$46.61	\$40.01	81%	23.4%
28	\$32.43	\$39.91	\$40.50	\$41.67	\$38.00	\$35.01		\$47.96	\$40.51	80%	24.9%
29	\$32.43	\$39.91	\$40.50	\$41.67	\$38.00	\$35.55		\$49.35	\$40.83	79%	25.9%
30	\$32.43	\$39.91	\$40.50	\$41.67	\$38.00	\$36.09		\$50.78	\$41.16	79%	26.9%
31	\$32.43	\$39.91	\$40.50	\$41.67	\$38.00	\$36.09	\$25.81	\$52.26	\$39.18	83%	20.8%
Range Width	65%	65%	61%	84%	89%	76%	35%	136%			

**Alexandria City Public Schools
FY20 Transportation Group**

BUS DRIVER TRAINER					
Rank <small>(by Pay Range Minimum)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Fairfax	\$25.21	\$32.86	\$40.50	61%
2	Arlington	\$24.24	\$32.08	\$39.91	65%
3	Falls Church	\$22.66	\$32.17	\$41.67	84%
4	Prince William	\$22.17	\$37.21	\$52.26	136%
5	Manassas	\$20.54	\$28.32	\$36.09	76%
6	Loudoun	\$20.06	\$29.03	\$38.00	89%
7	Alexandria	\$19.61	\$26.02	\$32.43	65%
8	Manassas Park	\$19.12	\$22.47	\$25.81	35%
Market Average (excluding Alexandria)		\$22.00	\$30.59	\$39.18	78%
Alexandria as a % of Market Average		89%	85%	83%	

Alexandria City Public Schools
FY20 Transportation Group

Bus Driver Trainer Hourly Pay
(sorted in descending order by minimum pay rate)

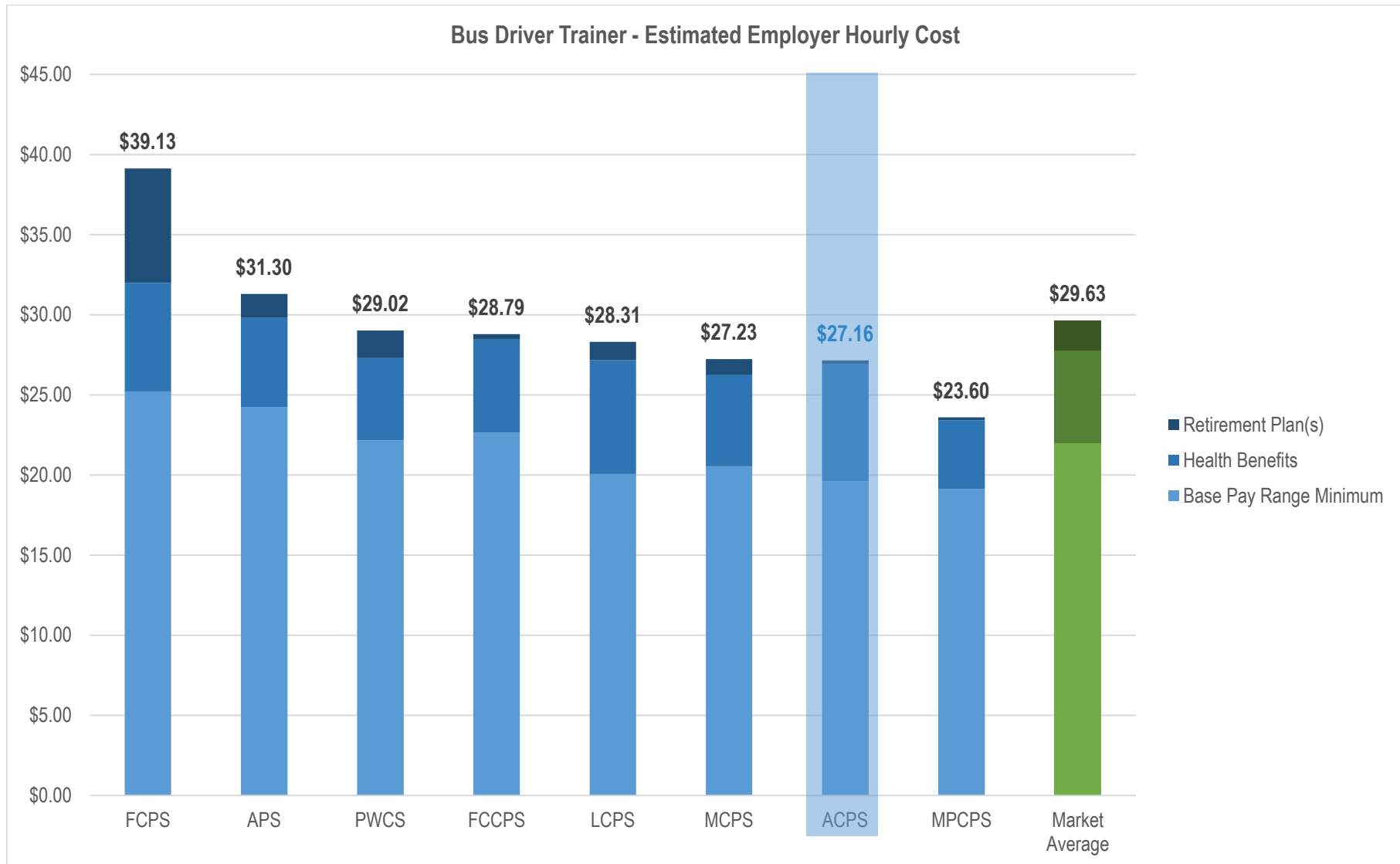


**Alexandria City Public Schools
FY20 Transportation Group**

BUS DRIVER TRAINER					
Rank <small>(by Estimated Employer Hourly Cost)</small>	School Division	Estimated Employer Hourly Cost			
		Base Pay Range Minimum	Health Benefits	Retirement Plan(s)	Total
1	Fairfax	\$25.21	\$6.78	\$7.15	\$39.13
2	Arlington	\$24.24	\$5.56	\$1.50	\$31.30
3	Prince William	\$22.17	\$5.13	\$1.72	\$29.02
4	Falls Church	\$22.66	\$5.80	\$0.33	\$28.79
5	Loudoun	\$20.06	\$7.10	\$1.15	\$28.31
6	Manassas	\$20.54	\$5.70	\$0.98	\$27.23
7	Alexandria	\$19.61	\$7.31	\$0.24	\$27.16
8	Manassas Park	\$19.12	\$4.28	\$0.20	\$23.60
Market Average (excluding Alexandria)		\$22.00	\$5.77	\$1.86	\$29.63
Alexandria as a % of Market Average		89%	127%	13%	92%

* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

Alexandria City Public Schools FY20 Transportation Group



* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

**Alexandria City Public Schools
FY20 Transportation Group**

Auto/Equipment Mechanic II

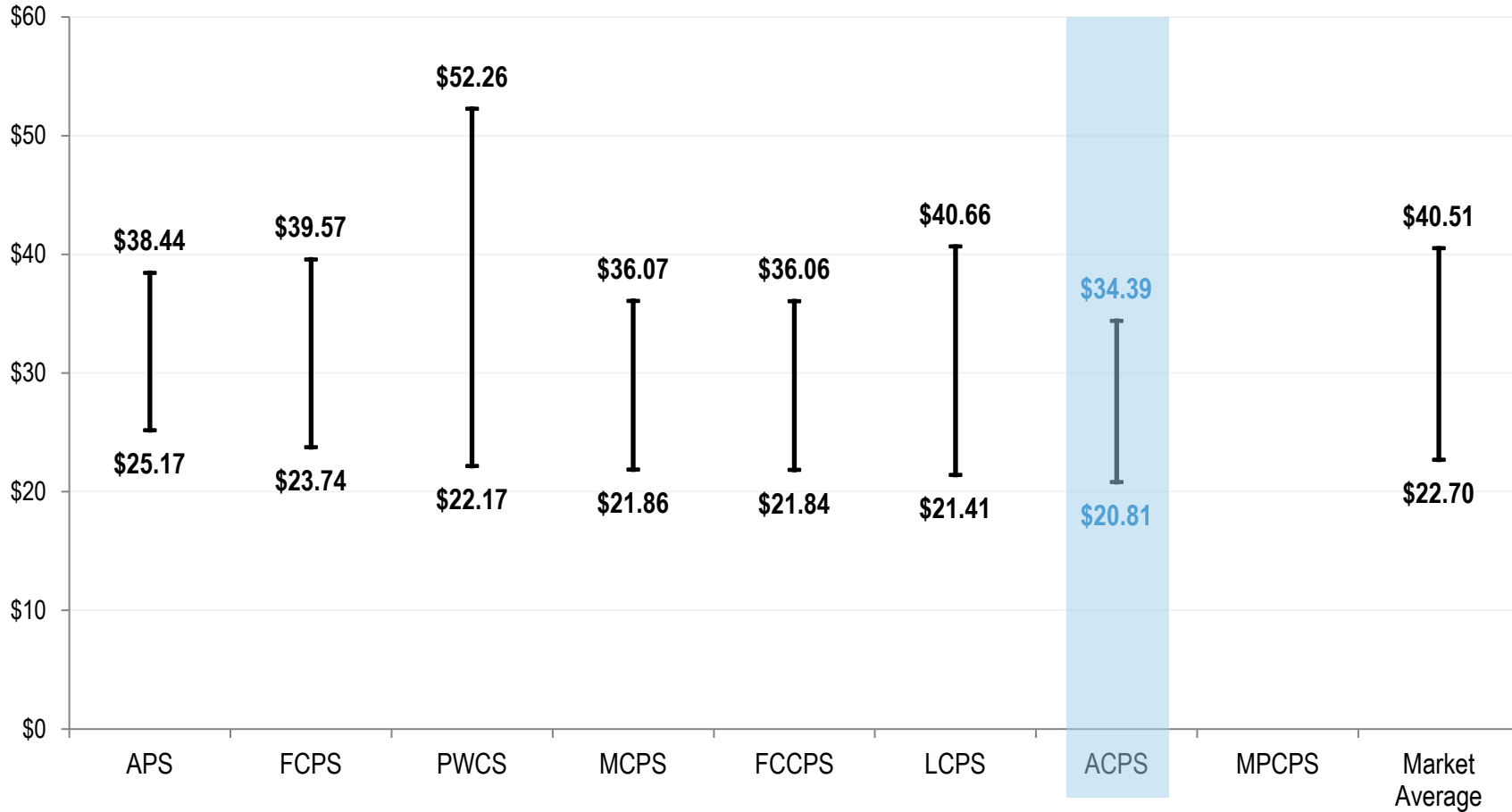
FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Auto/Equipment Mechanic II	Auto Mechanic II (County Job)	Vehicle & Equipment Technician II (County job)	Mechanic - Senior Mechanic (City job)	Mechanic II	Auto Equipment Tech II (City job)	No Match	Bus Mechanic II			
1	\$20.81	\$25.17	\$23.74	\$21.84	\$21.41	\$21.86		\$22.17	\$22.70	92%	9.1%
2	\$21.43				\$21.76			\$22.81	\$22.28	96%	4.0%
3	\$22.08				\$21.99			\$23.47	\$22.73	97%	2.9%
4	\$22.74				\$22.47			\$24.15	\$23.31	98%	2.5%
5	\$23.41				\$22.76			\$24.85	\$23.81	98%	1.7%
6	\$24.12				\$23.02			\$25.57	\$24.30	99%	0.7%
7	\$24.84				\$23.47			\$26.31	\$24.89	100%	0.2%
8	\$25.59				\$24.02			\$27.08	\$25.55	100%	-0.2%
9	\$26.35				\$24.58			\$27.86	\$26.22	100%	-0.5%
10	\$27.15				\$25.22			\$28.67	\$26.94	101%	-0.8%
11	\$27.96				\$25.79			\$29.50	\$27.65	101%	-1.1%
12	\$28.80				\$26.36			\$30.36	\$28.36	102%	-1.5%
13	\$29.66				\$27.00			\$31.24	\$29.12	102%	-1.8%
14	\$30.55				\$27.67			\$32.14	\$29.91	102%	-2.1%
15	\$31.47				\$28.32			\$33.07	\$30.70	103%	-2.5%
16	\$32.41				\$28.98			\$34.03	\$31.51	103%	-2.8%
17	\$32.41				\$29.79			\$35.02	\$32.40	100%	0.0%
18	\$33.06				\$30.62			\$36.04	\$33.33	99%	0.8%
19	\$33.06				\$31.50			\$37.08	\$34.29	96%	3.7%
20	\$33.71				\$32.39			\$38.16	\$35.27	96%	4.6%
21	\$34.39				\$33.24			\$39.26	\$36.25	95%	5.4%
22	\$34.39				\$34.19			\$40.40	\$37.30	92%	8.4%
23	\$34.39				\$35.17			\$41.57	\$38.37	90%	11.6%
24	\$34.39				\$36.19			\$42.78	\$39.48	87%	14.8%
25	\$34.39				\$37.21			\$44.02	\$40.61	85%	18.1%
26	\$34.39				\$38.30			\$45.29	\$41.80	82%	21.5%
27	\$34.39				\$39.40			\$46.61	\$43.00	80%	25.0%
28	\$34.39				\$40.66			\$47.96	\$44.31	78%	28.8%
29	\$34.39				\$40.66			\$49.35	\$45.01	76%	30.9%
30	\$34.39				\$40.66			\$50.78	\$45.72	75%	32.9%
31	\$34.39	\$38.44	\$39.57	\$36.06	\$40.66	\$36.07		\$52.26	\$40.51	85%	17.8%
Range Width	65%	53%	67%	65%	90%	65%	NA	136%			

**Alexandria City Public Schools
FY20 Transportation Group**

AUTO/EQUIPMENT MECHANIC II					
Rank <small>(by Pay Range Minimum)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Arlington	\$25.17	\$31.81	\$38.44	53%
2	Fairfax	\$23.74	\$31.66	\$39.57	67%
3	Prince William	\$22.17	\$37.21	\$52.26	136%
4	Manassas	\$21.86	\$28.97	\$36.07	65%
5	Falls Church	\$21.84	\$28.95	\$36.06	65%
6	Loudoun	\$21.41	\$31.04	\$40.66	90%
7	Alexandria	\$20.81	\$27.60	\$34.39	65%
NA	Manassas Park	NA	NA	NA	NA
Market Average (excluding Alexandria)		\$22.70	\$31.60	\$40.51	78%
Alexandria as a % of Market Average		92%	87%	85%	

Alexandria City Public Schools
FY20 Transportation Group

Auto/Equipment Mechanic II Hourly Pay
(sorted in descending order by minimum pay rate)

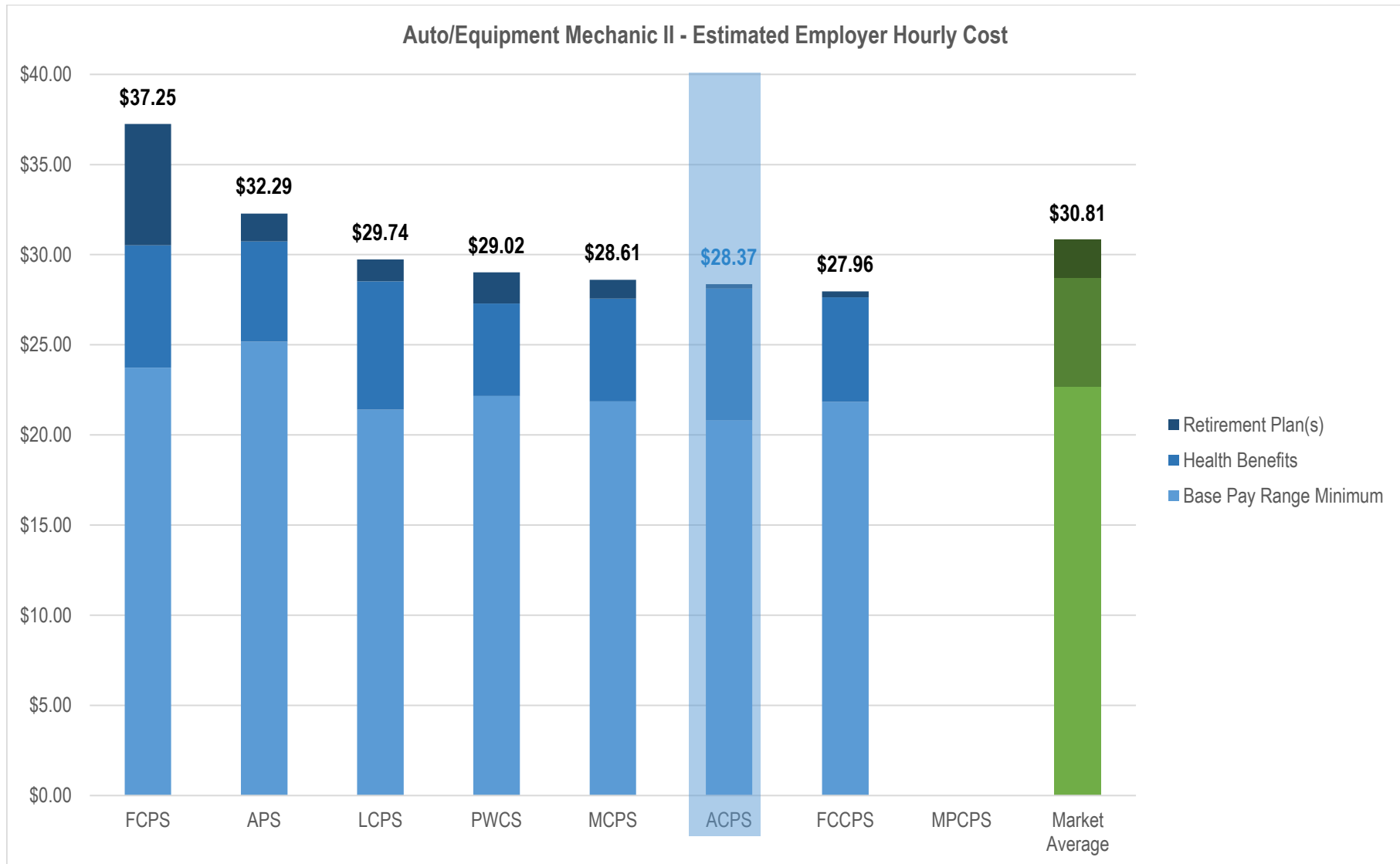


**Alexandria City Public Schools
FY20 Transportation Group**

AUTO/EQUIPMENT MECHANIC II					
Rank <small>(by Estimated Employer Hourly Cost)</small>	School Division	Estimated Employer Hourly Cost			
		Base Pay Range Minimum	Health Benefits	Retirement Plan(s)	Total
1	Fairfax	\$23.74	\$6.78	\$6.73	\$37.25
2	Arlington	\$25.17	\$5.56	\$1.56	\$32.29
3	Loudoun	\$21.41	\$7.10	\$1.23	\$29.74
4	Prince William	\$22.17	\$5.13	\$1.72	\$29.02
5	Manassas	\$21.86	\$5.70	\$1.04	\$28.61
6	Alexandria	\$20.81	\$7.31	\$0.25	\$28.37
7	Falls Church	\$21.84	\$5.80	\$0.32	\$27.96
NA	Manassas Park	NA	NA	NA	NA
Market Average (excluding Alexandria)		\$22.70	\$6.01	\$2.10	\$30.81
Alexandria as a % of Market Average		92%	122%	12%	92%

* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

Alexandria City Public Schools FY20 Transportation Group



* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

**Alexandria City Public Schools
FY20 Transportation Group**

Parts/ Supply Inventory Supervisor

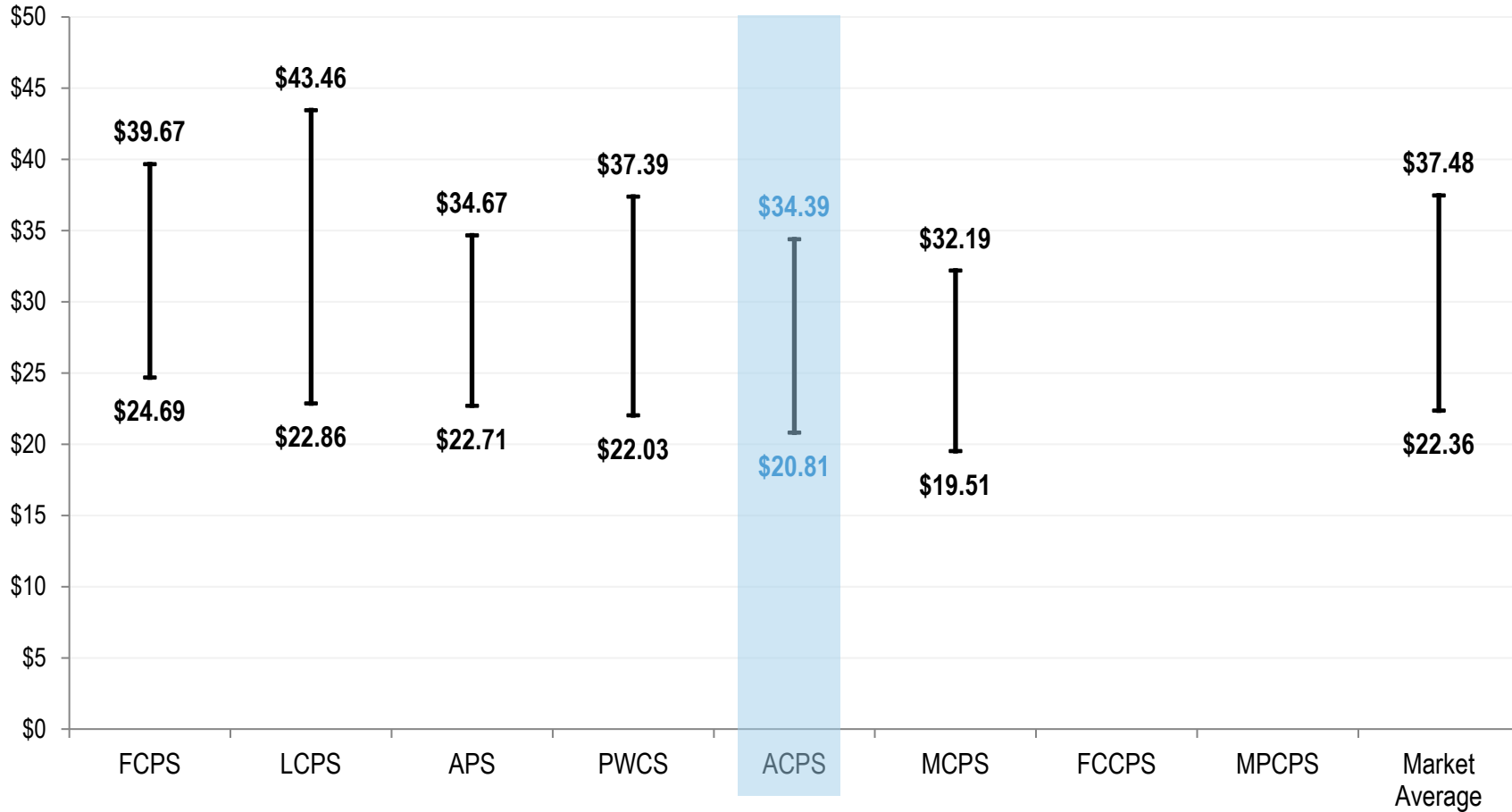
FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Parts/ Supply Inventory Supervisor	Warehouse Supervisor (County Job)	Maintenance Parts Supervisor	No Match	Parts Supervisor	Warehouse Technician II (City Job)	No Match	Inventory/ Services Coordinator (County Job)			
1	\$20.81	\$22.71	\$24.69		\$22.86	\$19.51		\$22.03	\$22.36	93%	7.5%
2	\$21.43		\$25.74		\$23.23				\$24.49	88%	14.3%
3	\$22.08		\$26.77		\$23.47				\$25.12	88%	13.8%
4	\$22.74		\$27.84		\$24.00				\$25.92	88%	14.0%
5	\$23.41		\$28.95		\$24.30				\$26.63	88%	13.7%
6	\$24.12		\$30.11		\$24.57				\$27.34	88%	13.4%
7	\$24.84		\$31.17		\$25.07				\$28.12	88%	13.2%
8	\$25.59		\$32.26		\$25.63				\$28.94	88%	13.1%
9	\$26.35		\$33.39		\$26.25				\$29.82	88%	13.2%
10	\$27.15		\$34.56		\$26.92				\$30.74	88%	13.2%
11	\$27.96		\$35.59		\$27.53				\$31.56	89%	12.9%
12	\$28.80		\$36.66		\$28.15				\$32.41	89%	12.5%
13	\$29.66		\$37.76		\$28.81				\$33.28	89%	12.2%
14	\$30.55		\$38.70		\$29.54				\$34.12	90%	11.7%
15	\$31.47		\$39.67		\$30.23				\$34.95	90%	11.1%
16	\$32.41		\$39.67		\$30.94				\$35.31	92%	8.9%
17	\$32.41		\$39.67		\$31.80				\$35.74	91%	10.3%
18	\$33.06		\$39.67		\$32.69				\$36.18	91%	9.4%
19	\$33.06		\$39.67		\$33.63				\$36.65	90%	10.9%
20	\$33.71		\$39.67		\$34.57				\$37.12	91%	10.1%
21	\$34.39		\$39.67		\$35.49				\$37.58	92%	9.3%
22	\$34.39		\$39.67		\$36.50				\$38.09	90%	10.7%
23	\$34.39		\$39.67		\$37.54				\$38.61	89%	12.3%
24	\$34.39		\$39.67		\$38.63				\$39.15	88%	13.8%
25	\$34.39		\$39.67		\$39.74				\$39.71	87%	15.5%
26	\$34.39		\$39.67		\$40.89				\$40.28	85%	17.1%
27	\$34.39		\$39.67		\$42.06				\$40.87	84%	18.8%
28	\$34.39		\$39.67		\$43.46				\$41.57	83%	20.9%
29	\$34.39		\$39.67		\$43.46				\$41.57	83%	20.9%
30	\$34.39		\$39.67		\$43.46				\$41.57	83%	20.9%
31	\$34.39	\$34.67	\$39.67		\$43.46	\$32.19		\$37.39	\$37.48	92%	9.0%
Range Width	65%	53%	61%	NA	90%	65%	NA	70%			

**Alexandria City Public Schools
FY20 Transportation Group**

PARTS/ SUPPLY INVENTORY SUPERVISOR					
Rank <small>(by Pay Range Minimum)</small>	School Division	Minimum	Midpoint	Maximum	Range Width
1	Fairfax	\$24.69	\$32.18	\$39.67	61%
2	Loudoun	\$22.86	\$33.16	\$43.46	90%
3	Arlington	\$22.71	\$28.69	\$34.67	53%
4	Prince William	\$22.03	\$29.71	\$37.39	70%
5	Alexandria	\$20.81	\$27.60	\$34.39	65%
6	Manassas	\$19.51	\$25.85	\$32.19	65%
NA	Falls Church	NA	NA	NA	NA
NA	Manassas Park	NA	NA	NA	NA
Market Average (excluding Alexandria)		\$22.36	\$29.92	\$37.48	68%
Alexandria as a % of Market Average		93%	92%	92%	

Alexandria City Public Schools
FY20 Transportation Group

Parts/Supply Inventory Supervisor Hourly Pay
(sorted in descending order by minimum pay rate)

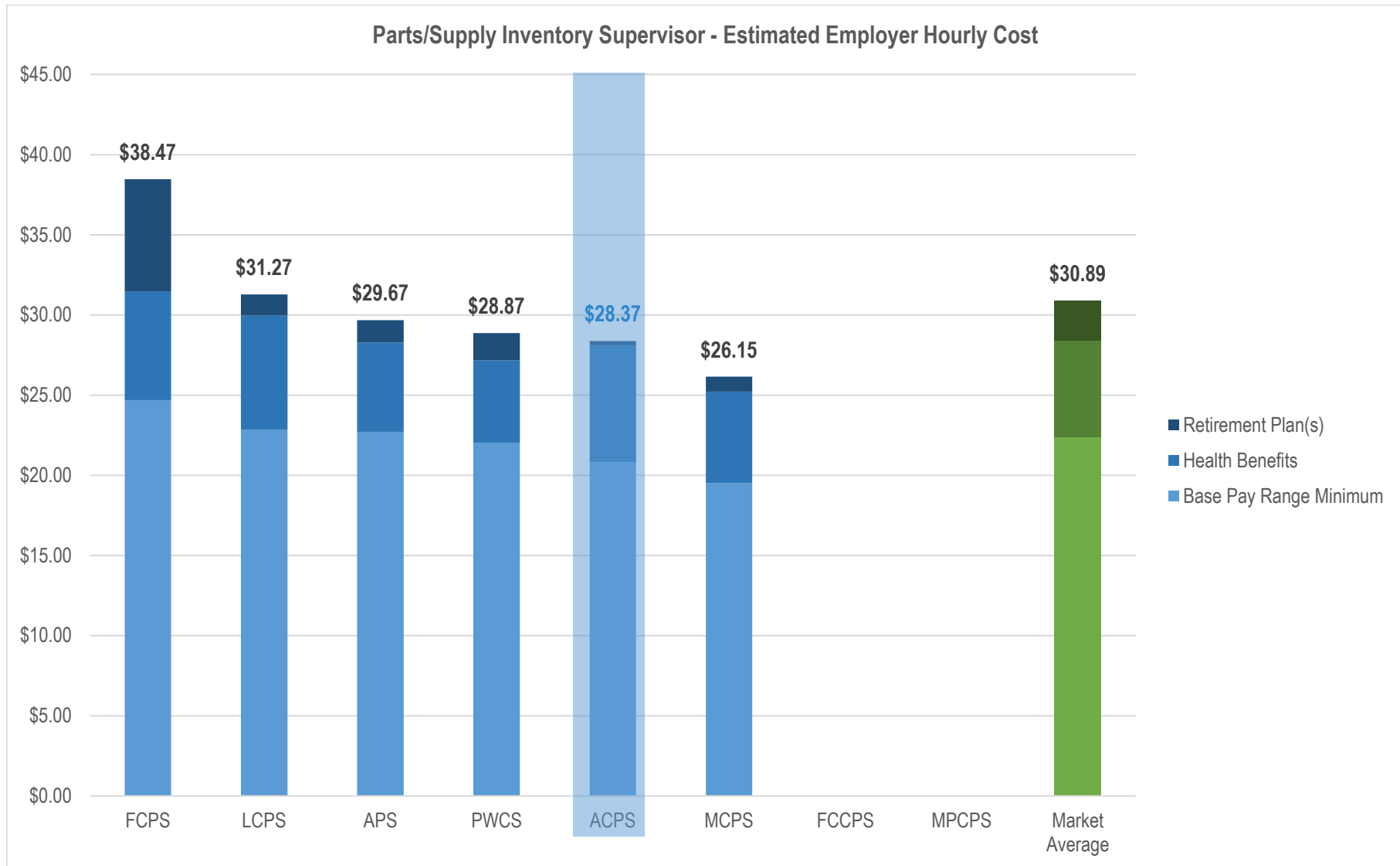


**Alexandria City Public Schools
FY20 Transportation Group**

PARTS/ SUPPLY INVENTORY SUPERVISOR					
Rank <small>(by Estimated Employer Hourly Cost)</small>	School Division	Estimated Employer Hourly Cost			
		Base Pay Range Minimum	Health Benefits	Retirement Plan(s)	Total
1	Fairfax	\$24.69	\$6.78	\$7.00	\$38.47
2	Loudoun	\$22.86	\$7.10	\$1.31	\$31.27
3	Arlington	\$22.71	\$5.56	\$1.40	\$29.67
4	Prince William	\$22.03	\$5.13	\$1.71	\$28.87
5	Alexandria	\$20.81	\$7.31	\$0.25	\$28.37
6	Manassas	\$19.51	\$5.70	\$0.93	\$26.15
NA	Falls Church	NA	NA	NA	NA
NA	Manassas Park	NA	NA	NA	NA
Market Average (excluding Alexandria)		\$22.36	\$6.06	\$2.47	\$30.89
Alexandria as a % of Market Average		93%	121%	10%	92%

* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

Alexandria City Public Schools FY20 Transportation Group



* Hourly cost for benefits assumes a 2,080-hour annual work schedule.

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)**

MEDICAL INSURANCE PREMIUMS - PPO/POS													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	CIGNA Healthcare Open Access, HIGH Option	\$253.82	\$539.40	\$599.66	\$1,066.08	\$1,023.24	\$1,356.41	32%	68%	36%	64%	43%	57%
Fairfax	Aetna/Innovation Health	\$123.20	\$698.14	\$410.68	\$1,232.02	\$513.25	\$1,540.10	15%	85%	25%	75%	25%	75%
Falls Church	Key Advantage 250 COMPREHENSIVE	\$149.20	\$596.80	\$345.00	\$1,035.00	\$503.50	\$1,510.50	20%	80%	25%	75%	25%	75%
Loudoun	POS Plan	\$132.90	\$738.38	\$458.49	\$1,286.44	\$628.44	\$1,548.17	15%	85%	26%	74%	29%	71%
Manassas	Key Advantage 250 COMPREHENSIVE	\$202.00	\$579.00	\$510.00	\$935.00	\$744.00	\$1,365.00	26%	74%	35%	65%	35%	65%
Manassas Park	Key Advantage 250 COMPREHENSIVE	\$149.00	\$543.00	\$549.00	\$731.00	\$862.00	\$1,006.00	22%	78%	43%	57%	46%	54%
Prince William	KeyCare Enhanced PPO/Blue View Vision	\$122.36	\$548.16	\$558.84	\$843.72	\$791.12	\$1,218.06	18%	82%	40%	60%	39%	61%
Market Average		\$161.78	\$606.13	\$490.24	\$1,018.46	\$723.65	\$1,363.46	21%	79%	32%	68%	35%	65%
Alexandria	United Healthcare POS	\$76.88	\$691.93	\$147.66	\$1,328.86	\$205.14	\$1,846.30	10%	90%	10%	90%	10%	90%

ACPS rates represent support staff benefits contributions

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)**

MEDICAL INSURANCE PREMIUMS - HMO													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	Kaiser Permanente HMO	\$120.40	\$426.89	\$291.70	\$830.23	\$508.98	\$1,132.88	22%	78%	26%	74%	31%	69%
Fairfax	Kaiser Permanente Signature HMO	\$100.33	\$568.52	\$334.43	\$1,003.28	\$418.03	\$1,254.09	15%	85%	25%	75%	25%	75%
Falls Church	Kaiser Permanente HMO	\$142.40	\$569.60	\$327.50	\$982.50	\$477.25	\$1,431.75	20%	80%	25%	75%	25%	75%
Loudoun	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Manassas	Kaiser Permanente	\$133.00	\$579.00	\$375.00	\$935.00	\$544.00	\$1,365.00	19%	81%	29%	71%	28%	72%
Manassas Park	HMO/DMO with Comprehensive Dental	\$169.00	\$543.00	\$579.00	\$731.00	\$903.00	\$1,006.00	24%	76%	44%	56%	47%	53%
Prince William	Kaiser Permanente	\$24.51	\$465.96	\$307.36	\$717.18	\$443.71	\$1,035.36	5%	95%	30%	70%	30%	70%
Market Average		\$114.94	\$525.49	\$369.16	\$866.53	\$549.16	\$1,204.18	18%	82%	30%	70%	31%	69%
Alexandria	Kaiser HMO	\$55.76	\$501.87	\$106.94	\$962.43	\$148.52	\$1,336.68	10%	90%	10%	90%	10%	90%

ACPS rates represent support staff benefits contributions

**Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)**

DENTAL INSURANCE PREMIUMS													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	Delta Dental of Virginia	\$29.20	\$15.72	\$57.10	\$30.76	\$85.02	\$45.78	65%	35%	65%	35%	65%	35%
Fairfax	Aetna PPO Dental	\$18.66	\$43.56	\$31.73	\$74.04	\$45.00	\$104.98	30%	70%	30%	70%	30%	70%
Falls Church	NA (included in health)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Loudoun	Delta Dental	\$1.34	\$57.37	\$17.27	\$98.97	\$26.46	\$120.42	2%	98%	15%	85%	18%	82%
Manassas	Delta Dental	\$20.44	\$30.66	\$40.90	\$61.34	\$70.36	\$105.54	40%	60%	40%	60%	40%	60%
Manassas Park	NA (included in health)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Prince William	Delta Dental Standard	\$0.00	\$32.06	\$0.00	\$45.12	\$0.00	\$69.54	0%	100%	0%	100%	0%	100%
Market Average		\$13.93	\$35.87	\$29.40	\$62.05	\$45.37	\$89.25	28%	72%	32%	68%	34%	66%
Alexandria	CareFirst	\$17.98	\$23.83	\$29.30	\$38.82	\$47.14	\$62.50	43%	57%	43%	57%	43%	57%

ACPS rates represent support staff benefits contributions

Alexandria City Public Schools
Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)

VISION INSURANCE PREMIUMS													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	Vision Service Plan (VSP)	\$9.08	\$0.00	\$14.54	\$0.00	\$23.40	\$0.00	100%	0%	100%	0%	100%	0%
Fairfax	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Falls Church	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Loudoun	Davis Vision	\$0.13	\$4.77	\$1.08	\$7.39	\$2.69	\$11.14	3%	97%	13%	87%	19%	81%
Manassas	Vision Service Plan (VSP)	\$10.07	\$0.00	\$17.31	\$0.00	\$27.90	\$0.00	100%	0%	100%	0%	100%	0%
Manassas Park	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Prince William	Vision Service Plan (VSP) (Supplemental)	\$9.32	\$0.00	\$11.56	\$0.00	\$18.96	\$0.00	100%	0%	100%	0%	100%	0%
Market Average		\$7.15	\$1.19	\$11.12	\$1.85	\$18.24	\$2.78	86%	14%	86%	14%	87%	13%
Alexandria	EyeMed	\$6.34	\$0.00	\$12.06	\$0.00	\$17.70	\$0.00	100%	0%	100%	0%	100%	0%

ACPS rates represent support staff benefits contributions

Alexandria City Public Schools
Total Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)

ACPS PPO/POS Enrollment	
EE Only	44%
EE + 1	22%
Family	34%

TOTAL HEALTH CONTRIBUTION (PPO/POS Medical, Dental, & Vision)													Weighted Average Employer Total Monthly Health Contribution
School Division	Monthly Premium Contributions						Monthly Cost Sharing (%)						
	EE Only		EE + 1		Family		EE Only		EE + 1		Family		
	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	
Arlington	\$292.10	\$555.12	\$671.30	\$1,096.84	\$1,131.66	\$1,402.19	34%	66%	38%	62%	45%	55%	\$963.73
Fairfax	\$141.86	\$741.70	\$442.41	\$1,306.06	\$558.25	\$1,645.08	16%	84%	25%	75%	25%	75%	\$1,174.51
Falls Church	\$149.20	\$596.80	\$345.00	\$1,035.00	\$503.50	\$1,510.50	20%	80%	25%	75%	25%	75%	\$1,005.20
Loudoun	\$134.38	\$800.52	\$476.84	\$1,392.80	\$657.58	\$1,679.73	14%	86%	26%	74%	28%	72%	\$1,231.28
Manassas	\$232.51	\$609.66	\$568.21	\$996.34	\$842.26	\$1,470.54	28%	72%	36%	64%	36%	64%	\$988.65
Manassas Park	\$149.00	\$543.00	\$549.00	\$731.00	\$862.00	\$1,006.00	22%	78%	43%	57%	46%	54%	\$742.41
Prince William	\$131.68	\$580.22	\$570.40	\$888.84	\$810.08	\$1,287.60	18%	82%	39%	61%	39%	61%	\$889.62
Market Average	\$175.82	\$632.43	\$517.59	\$1,063.84	\$766.48	\$1,428.81	22%	78%	33%	67%	35%	65%	\$999.34
Alexandria	\$101.20	\$715.76	\$189.02	\$1,367.68	\$269.98	\$1,908.80	12%	88%	12%	88%	12%	88%	\$1,266.67

ACPS rates represent support staff benefits contributions

Alexandria City Public Schools
Total Medical, Dental, and Vision Insurance Premium Contributions (Support Staff)

ACPS HMO Enrollment	
EE Only	45%
EE + 1	21%
Family	34%

TOTAL HEALTH CONTRIBUTION (HMO Medical, Dental, & Vision)													Weighted Average Employer Total Monthly Health Contribution
School Division	Monthly Premium Contributions						Monthly Cost Sharing (%)						
	EE Only		EE + 1		Family		EE Only		EE + 1		Family		
	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	
Arlington	\$158.68	\$442.61	\$363.34	\$860.99	\$617.40	\$1,178.66	26%	74%	30%	70%	34%	66%	\$780.47
Fairfax	\$118.99	\$612.08	\$366.16	\$1,077.32	\$463.03	\$1,359.07	16%	84%	25%	75%	25%	75%	\$963.61
Falls Church	\$142.40	\$569.60	\$327.50	\$982.50	\$477.25	\$1,431.75	20%	80%	25%	75%	25%	75%	\$948.91
Loudoun	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Manassas	\$163.51	\$609.66	\$433.21	\$996.34	\$642.26	\$1,470.54	21%	79%	30%	70%	30%	70%	\$982.95
Manassas Park	\$169.00	\$543.00	\$579.00	\$731.00	\$903.00	\$1,006.00	24%	76%	44%	56%	47%	53%	\$739.51
Prince William	\$33.83	\$498.02	\$318.92	\$762.30	\$462.67	\$1,104.90	6%	94%	29%	71%	30%	70%	\$759.40
Market Average	\$131.07	\$545.83	\$398.02	\$901.74	\$594.27	\$1,258.49	19%	81%	31%	69%	32%	68%	\$862.48
Alexandria	\$80.08	\$525.70	\$148.30	\$1,001.25	\$213.36	\$1,399.18	13%	87%	13%	87%	13%	87%	\$922.18

ACPS rates represent support staff benefits contributions

**Alexandria City Public Schools
Total Retirement Contributions**

School Division	Plan Name	Supplemental Plan Name	Employer Contribution to Retirement Plans		
			Primary Plan	Supplemental Plan	Total
Arlington	VRS Hybrid Plan	403b and 403b Roth	5.78%	0.40%	6.18%
Fairfax	FCERS	--	28.35%	--	28.35%
Falls Church	VRS Hybrid Plan**	--	1.47%	--	1.47%
Loudoun	VRS Hybrid Plan	--	5.73%	--	5.73%
Manassas	VRS Hybrid Plan	--	4.78%	--	4.78%
Manassas Park	VRS Hybrid Plan	--	1.03%	--	1.03%
Prince William	VRS Hybrid Plan	403b and 403b Roth	5.75%	2.00%	7.75%
Market Average			7.56%	1.20%	7.90%
Alexandria	VRS Hybrid Plan	403b and 403b Roth	1.21%	0.00%	1.21%

* FCPS normal cost rate is 8.48% for the Fairfax County Employees' Retirement System

** Segal assumed that Falls Church City PS uses the same contribution rate as the City of Falls Church.